



Transport for London Ethnicity Pay Gap Report 2019

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1. About this report

1.1. Purpose

- 1.1.1. The purpose of this report is in line with the Mayor's commitment to publish a ethnicity pay audit for the Greater London Authority (GLA) and its functional bodies including TfL, with a requirement that work should be undertaken to narrow any gaps identified.
- 1.1.2. In addition to producing this Ethnicity Pay Gap Report, complete equal pay auditing that enables us to identify any pay anomalies at a functional level and create local action plans to address these.

1.2. What is the ethnicity pay gap?

- 1.2.1. The ethnicity pay gap is an equality measure that shows the difference in average earnings across all jobs between white and Black, Asian, Minority Ethnic (BAME) staff employed by the same employer.
- 1.2.2. The ethnicity pay gap does not show difference in pay for comparable jobs as in 'equal pay'.

1.3. How is the ethnicity pay gap measured?

- 1.3.1. The ethnicity pay gap has been measured using the same criteria as stipulated for the gender pay gap calculations in the Regulations.
- 1.3.2. As such the following six metrics are published in this report:
 - The difference between the mean hourly rate of pay of white full-pay relevant employees and that of BAME full-pay relevant employees
 - The difference between the median hourly rate of pay of white full-pay relevant employees and that of BAME full-pay relevant employees
 - The difference between the mean bonus paid to white relevant employees and that of BAME relevant employees
 - The difference between the median bonus paid to white relevant employees and that of BAME relevant employees
 - The proportion of white and BAME relevant employees who were paid bonus pay
 - The proportion of white and BAME relevant employees in the lower, lower middle, upper middle and upper quartile payband
- 1.3.3. In addition to the regulatory requirements, the Mayor requires the GLA and other functional bodies to produce a wider set of data.



1.3.4. The additional metrics are:

- The difference in the mean hourly rate of pay for part-time and full-time full-pay relevant employees by ethnicity
- The difference in the median hourly rate of pay for part-time and full-time full-pay relevant employees by ethnicity
- The difference between the mean hourly rate of pay of full-pay relevant white and that of full-pay relevant BAME employees by grade
- The difference between the median hourly rate of pay of full-pay relevant white and that of full-pay relevant BAME employees by grade
- The number of full-pay relevant white and BAME in equally sized salary groups based on the spread of pay
- The number of full-pay relevant white and BAME in £10k salary bands

1.4. About TfL

1.4.1. TfL is a statutory corporation regulated under local government finance rules. We are governed by the Greater London Authority Act and have three main subsidiary companies incorporated under the Companies Act 2006.¹

1.4.2. Our subsidiary companies are:

- London Transport Insurance (Guernsey) Limited
- TfL Trustee Company Limited
- Transport Trading Limited (Transport Trading Limited also has a number of subsidiary companies)

1.4.3. TfL discharges its public functions through its subsidiaries, we are a public sector organisation and the subsidiary companies are private limited companies or a registered charity (London Transport Museum).

1.4.4. This report will contain data relating to the public sector snapshot date of 31 March.

1.4.5. TfL is an organisation that provides a world-class transport network and we want to be an employer of choice for Londoners. We aim to have a workforce that is as diverse as the city we serve, led by inclusive leaders.

1.5. Methodology

1.5.1. TfL is required to report ethnicity pay gap data on a consolidated TfL view as well as a breakdown by operational and non-operational staff.

¹ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/corporate-governance/subsidiary-companies>



- 1.5.2. The presentation of the data in this report is therefore set out according to the following population groups:
- Consolidated TfL view
 - Non-operational roles
 - Operational roles
- 1.5.3. The consolidated TfL view covers all employees of the parent company including both operational and non-operational roles.
- 1.5.4. Non-operational roles do not have a fixed rate for the role. Within this group employees' pay is more flexible, with room for rewarding individual contribution and skills, and there is potentially more scope for inequity between different groups of employees.
- 1.5.5. Operational roles include those on 'spot rate' or 'fixed rate' roles as part of the operational staff pay structure, for example, Station Supervisor, Train Operator, Track Operative, Dial a Ride driver, Bus Station Controller, Pier Controller. By definition this is the same rate of pay for the role irrespective of ethnicity therefore no differentials exist within each job.
- 1.5.6. In instances where individuals could be identified as part of the payband grouping (less than 5 employees) we have combined pay grades to retain anonymity.
- 1.5.7. 'Employee' includes all permanent and fixed-term employees with a contract of employment with TfL or one of its subsidiary companies. This also includes Board and Committee members who receive an hourly or annual fee for their work at TfL.
- 1.5.8. A 'full-pay relevant employee' is any employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period. Full-pay relevant employees are included in all ethnicity pay gap calculations.
- 1.5.9. A 'relevant employee' is any employee employed on the snapshot date of a given year. These employees do not receive their usual full basic pay during the relevant pay period, for example, employees on long-term leave or receiving unpaid leave in the period, so are excluded from these figures but are included for the purpose of the bonus pay gap calculations.
- 1.5.10. 'Hourly pay' is calculated by taking basic pay, allowances, shift premium and any bonus earned in the snapshot period and dividing this by the actual number hours of worked in that period. Gross amounts after any salary sacrifice are used.
- 1.5.11. 'Annual basic pay' takes the full-time equivalent annual salary of all full-pay relevant employees and does not include allowances or bonuses. This also includes Board and Committee members who receive an annual fee for their work at TfL which reflects the lower number of hours worked over the year.
- 1.5.12. 'Bonus' includes individual performance related pay, recognition scheme vouchers, long service awards and other one-off bonus payments such as retention bonuses.



- 1.5.13. Bonuses received and attributable to the relevant pay period in which the snapshot date falls are included in the hourly pay calculations. Bonuses paid in the 12 months prior to the relevant snapshot date are included in the bonus figures.
- 1.5.14. TfL awards individual performance related pay in the form of non-consolidated performance awards for our employees in payband 4 and above (senior management). Certain segments of our non-operational payband 2 and 3 employees also participate in an individual performance related pay framework that uses non-consolidated performance awards.
- 1.5.15. 'Mean' is the average value of all figures within the data set.
- 1.5.16. 'Median' is the middle value of all figures in the data set.
- 1.5.17. In this report, we set out the ethnicity pay gap data by a consolidated TfL view, followed by a breakdown by operational and non-operational staff.
- 1.5.18. All percentage pay gaps are expressed as BAME employees pay as a percentage of white employees pay using the following calculation:

$$\frac{(\text{White hourly rate} - \text{BAME hourly rate}) \times 100}{\text{White hourly rate}}$$

- 1.5.19. A positive percentage indicates white employees are paid more than BAME employees and a negative percentage means BAME employees are paid more than white employees. A percentage of 0 would indicate that there is no pay gap.
- 1.5.20. 'Salary groups' also include the annual salaries or fees of Board and Committee members as well as apprentices. The inclusion of this population differs to the reporting requirements for ratios under Local Government Transparency Code 2015, and therefore explains the different figures reported in the Annual Report and statement of Accounts.
- 1.5.21. We already publish the names and salaries of employees earning over £150,000 in the Annual Report and Accounts therefore only numbers below this threshold have been redacted.
- 1.5.22. Please note some records have been redacted where there are less than 5 employees to retain an individual's privacy under Data Protection Legislation. These are shown with the following symbol: <5 (less than 5).
- 1.5.23. Tables have been redacted to protect anonymity and where an individual's actual salary may be identified we have written Redacted.



2. Summary

We provide a world-class transport network and we want to be an employer of choice for Londoners. We aim to have a workforce that is as diverse as the city we serve, led by inclusive leaders. We would also like our people managers to be highly trained and effective, to manage people positively and confidently, and our staff to feel engaged, supported and included within the workplace. We know that our workforce does not currently reflect the diversity of the Capital's population.

At TfL, 30.5 per cent of our workforce is black, Asian and minority ethnic (BAME). This is in comparison to London, where 40 per cent of the population is BAME, with 35 per cent of economically active Londoners coming from BAME communities.¹ When considering our senior management, 15.7 per cent (of those who have answered questions about their ethnicity) are from a BAME community.² This compares with 13.8 per cent last year.

We are running a campaign to increase the number of people answering the diversity questions on their personal records. We have therefore also started to calculate what percentage of those from a BAME community make up of our entire senior management population. When those who have not supplied ethnicity information are included, the proportion of BAME senior management is 12.9 per cent.

The under-representation of BAME employees at a senior levels, and therefore in higher paid roles, along with the larger proportion of BAME employees in operational areas, is reflected in the overall average hourly pay rates and bonus figures shown in the report.

The bonus numbers have changed significantly since last year as the performance bonus scheme in London Underground was withdrawn ahead of the 2018/19 performance year. Around 14,000 were eligible to receive this payment in previous years. The bonus figures are impacted by the higher proportion of BAME employees in operational roles who receive only recognition and long-service awards, which are lower in value than the percentage based bonus schemes for non-operational employees.

It has been positive to see that the overall representation of BAME employees has increased in 2019 compared to 2018. The table below shows this trend has been consistent across most non-operational roles. We are particularly proud of the increase in BAME employees represented at Board level, which had declined in 2018.

The proportion of BAME staff employed in lower paid grades has increased over the past year, including at the graduate level. We are pleased the proportion of BAME graduate employees increased by 5.1 per cent since 2018. We have since invested considerable time in reviewing and improving our approach to recruitment and selection to increase these numbers further and will continue to monitor this.

¹ ONS Annual Population Survey July 2016 - June 2017

² At band 4 and above, including Board members



Table 1 – Proportion of BAME employees in each Payband 2018 vs 2019

	2018 representation of BAME	2019 representation of BAME	Change
Board	16.7%	19.0%	2.4%
Director	8.5%	6.4%	-2.1%
Band 5	9.4%	7.2%	-2.2%
Band 4	15.1%	18.1%	3.0%
Band 3	26.9%	27.9%	1.0%
Band 2	35.3%	36.3%	1.0%
Band 1	44.6%	46.9%	2.4%
Graduates	24.6%	29.7%	5.1%
Apprentices	34.6%	37.0%	2.4%

In 2019, our median ethnicity pay gap was 9.2 per cent, which is a slight decrease from 9.3 per cent in 2018. However, our mean ethnicity pay gap has increased to 11.4 per cent from 10.7 per cent. This is largely due to an increase in BAME employees recruited into lower paid operational roles, as well as the overall under-representation of BAME employees at a senior level and higher paid roles. Since last year there has been a decline in the proportion of BAME employees at Director and Grade 5 levels.

Earlier this year, we ran a successful diversity data disclosure campaign, which led to an increase in the number of staff answering questions about their ethnicity on our HR system. We are pleased that this has improved the quality of our workforce data. This has had a slightly negative impact on our mean ethnicity pay gap.

Our operational population represents more than half (53.5 per cent) of our total workforce. Our analysis shows a 5.2 per cent increase in BAME employees working in operational roles since 2018. However, BAME staff are more likely to be employed in the lower paid grades.

Occupational segregation can also be seen through analysis of our new hires and promotions between 2018 and 2019. Of all BAME employees hired into operational roles, 78.48 per cent went into customer services assistant roles, while less than 10 per cent went into train operator and engineering roles. In comparison, of all white employees hired into operational roles, 53.06 per cent went into customer services assistant roles, and more than 40 per cent went into train operator and engineering roles.

The overall increase in BAME employees demonstrates the effectiveness of the interventions that have been put in place over the past year. However, we still have work to do to.

The majority of our action plan comprises medium to long-term activity to create sustainable change and improve our ethnic diversity. We will continue to use evidence-based decision making to design and deliver our interventions and embed inclusive practices across the entire employee lifecycle to diversify our talent pipeline and maximise opportunities to retain talented BAME staff.



3. Consolidated TfL view

3.1. White and BAME

The following tables show the ethnicity pay gap figures for 26,587 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 52.1 per cent White, 30.5 per cent BAME and 17.4 per cent Prefer Not to Say/Unknown.

3.1.1. Annual pay rates

The table below shows the median and mean comparison between the annual basic salary for full-pay relevant White and BAME employees.

Table 2 – White and BAME consolidated TfL overall annual pay rates

	White	BAME	% pay gap
Median annual salary	£53,500	£48,656	9.1%
Mean annual salary	£52,140	£46,217	11.4%

3.1.2. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees.

Table 3 – White and BAME consolidated TfL overall hourly pay rates

	White	BAME	% pay gap
Median hourly pay	£29.54	£26.81	9.2%
Mean hourly pay	£29.07	£25.76	11.4%



3.1.3. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out between full-time and part-time.

Table 4 – White and BAME consolidated TfL hourly pay rates

	Hourly pay full time median	Hourly pay part time median	Hourly pay full time mean	Hourly pay part time mean
White	£29.54	£26.81	£29.24	£26.35
BAME	£26.81	£18.36	£26.13	£21.71
Pay gap	9.2%	31.5%	10.6%	17.6%

3.1.4. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and BAME employees.

Table 5 – White and BAME consolidated TfL single figure bonus pay gap

	Bonus White	Bonus BAME	Bonus % pay gap
Median	£571.50	£350.50	38.7%
Mean	£1,477.79	£670.26	54.6%

3.1.5. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

Table 6 – White and BAME consolidated TfL proportion of employees receiving bonuses

	White	BAME
Proportion of employees receiving bonus	35.5%	30.2%



3.1.6. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out by payband.

Table 7 – White and BAME consolidated TfL median ethnicity pay gap by payband

	White		BAME		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Board	£125.00	17	£144.68	<5	-15.7%
Director	£93.06	44	£77.09	<5	17.2%
Band 5	£54.80	167	£60.23	13	-9.9%
Band 4	£41.07	655	£41.07	145	0.0%
Band 3	£31.31	2,436	£30.12	944	3.8%
Band 2	£26.29	2,727	£24.43	1,552	7.1%
Band 1	£17.19	511	£16.95	452	1.4%
Graduates	£18.62	45	£14.78	19	20.6%
Apprentices	£11.30	150	£11.30	88	0.0%
Operational	£28.96	6,051	£26.56	4,104	8.3%

Table 8 – White and BAME consolidated TfL mean ethnicity pay gap by payband

	White		BAME		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Board	£120.36	17	£123.72	<5	-2.8%
Director	£105.65	44	£93.16	<5	11.8%
Band 5	£58.31	167	£58.62	13	-0.5%
Band 4	£42.03	655	£41.92	145	0.3%
Band 3	£32.23	2,436	£31.22	944	3.1%
Band 2	£27.39	2,727	£25.96	1,552	5.2%
Band 1	£18.15	511	£17.73	452	2.3%
Graduates	£17.59	45	£16.21	19	7.9%
Apprentices	£11.52	150	£11.58	88	-0.6%
Operational	£26.98	6,051	£24.84	4,104	7.9%

3.1.7. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

Table 9 – White and BAME consolidated TfL median distribution by quartiles

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£36.89	74.8%	£35.03	25.2%	5.0%
Upper middle	£30.13	63.9%	£30.13	36.1%	0.0%
Lower middle	£25.64	63.9%	£24.64	36.1%	3.9%
Lower	£18.36	51.9%	£18.36	48.1%	0.0%

Table 10 – White and BAME consolidated TfL mean distribution by quartiles

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£39.42	74.8%	£36.63	25.2%	7.1%
Upper middle	£30.05	63.9%	£29.96	36.1%	0.3%
Lower middle	£25.16	63.9%	£24.73	36.1%	1.7%
Lower	£17.78	51.9%	£17.68	48.1%	0.6%

3.1.8. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

Table 11 – White and BAME consolidated TfL distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	12,618	117	9	2
BAME	7,274	10	1	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



3.1.9. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

Table 12 – White and BAME consolidated TfL distribution by deciles

Decile	White	BAME
£10k - £20k	83	53
£20k - £30k	658	651
£30k - £40k	2,136	1,889
£40k - £50k	2,453	1,397
£50k - £60k	4,414	2,442
£60k - £70k	1,640	568
£70k - £80k	794	208
£80k - £90k	295	50
£90k - £100k	129	15
£100k - £110k	42	<5
£110k - £120k	27	5
£120k - £130k	17	3
£130k - £140k	18	<5
£140k - £150k	9	
£150k - £160k	3	
£160k - £170k	8	
£170k - £180k	7	
£180k - £190k	2	
£190k - £200k	1	
£200k - £210k	1	
£210k - £220k	2	1
£220k - £230k	2	
£230k - £240k	1	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



3.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 17,880 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 77.5 per cent White and 22.5 per cent Black or Black British.

3.2.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees.

Table 13 – White and Black or Black British consolidated TfL overall hourly pay rates

	White	Black or Black British	% Pay Gap
Median Hourly Pay	£29.54	£26.32	10.9%
Mean Hourly Pay	£29.07	£25.45	12.5%

3.2.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out between full-time and part-time.

Table 14 – White and Black or Black British consolidated TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.54	£26.81	£29.24	£26.35
Black or Black British	£26.81	£18.36	£25.89	£20.38
Pay Gap	9.2%	31.5%	11.5%	22.7%

3.2.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Black or Black British employees.

Table 15 – White and Black or Black British consolidated TfL single figure bonus pay gap

	Bonus White	Bonus Black or Black British	Bonus % pay gap
Median	£571.50	£207.00	63.8%
Mean	£1,477.79	£543.42	63.2%

3.2.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black or Black British employees receiving bonuses.

Table 16 – White and Black or Black British consolidated TfL proportion of employees receiving bonuses

	White	Black or Black British
Proportion of Employees receiving bonus	35.5%	27.6%



3.2.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out by payband.

Table 17 – White and Black or Black British consolidated TfL median ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay Median	No of Employees	Hourly Pay Median	No of Employees	
Board	Redacted	17	Redacted	<5	-12.8%
Director	Redacted	44	Redacted	<5	17.2%
Band 5	£54.80	167	£51.31	<5	6.4%
Band 4	£41.07	655	£41.39	43	-0.8%
Band 3	£31.31	2,436	£29.81	323	4.8%
Band 2	£26.29	2,727	£26.58	784	-1.1%
Band 1	£17.19	511	£17.65	255	-2.7%
Graduates	£18.62	45	£18.62	<5	0.0%
Apprentices	£11.30	150	£11.52	27	-2.0%
Operational	£28.96	6,051	£24.50	2,163	15.4%

Table 18 – White and Black or Black British consolidated TfL mean ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay Mean	No of Employees	Hourly Pay Mean	No of Employees	
Board	Redacted	17	Redacted	<5	-17.1%
Director	Redacted	44	Redacted	<5	27.0%
Band 5	£58.31	167	£54.98	<5	5.7%
Band 4	£42.03	655	£42.24	43	-0.5%
Band 3	£32.23	2,436	£31.04	323	3.7%
Band 2	£27.39	2,727	£26.71	784	2.5%
Band 1	£18.15	511	£18.19	255	-0.2%
Graduates	£17.59	45	£17.42	<5	1.0%
Apprentices	£11.52	150	£11.70	27	-1.6%
Operational	£26.98	6,051	£24.72	2,163	8.4%

3.2.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black or Black British employees in each of the pay quartiles.

Table 19 – White and Black or Black British consolidated TfL median distribution by quartiles

	White		Black or Black British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£37.15	87.1%	£35.03	12.9%	5.7%
Upper Middle	£30.13	78.4%	£30.13	21.6%	0.0%
Lower Middle	£26.21	78.1%	£24.95	21.9%	4.8%
Lower	£18.36	68.6%	£18.36	31.4%	0.0%

Table 20 – White and Black or Black British consolidated TfL mean distribution by quartiles

	White		Black or Black British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£39.85	87.1%	£36.37	12.9%	8.7%
Upper Middle	£30.21	78.4%	£30.07	21.6%	0.5%
Lower Middle	£25.59	78.1%	£25.05	21.9%	2.1%
Lower	£18.07	68.6%	£18.05	31.4%	0.1%

3.2.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black or Black British employees in each of the equally sized salary groups based on the spread of pay.

Table 21 – White and Black or Black British consolidated TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	12,618	117	9	2
Black or Black British	3,570	<5	-	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



3.2.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black or Black British employees in £10,000 salary bands.

Table 22 – White and Black or Black British consolidated TfL distribution by deciles

Decile	White	Black or Black British
£10k - £20k	83	13
£20k - £30k	658	321
£30k - £40k	2,136	959
£40k - £50k	2,453	732
£50k - £60k	4,414	1,173
£60k - £70k	1,640	268
£70k - £80k	794	80
£80k - £90k	295	17
£90k - £100k	129	7
£100k - £110k	42	
£110k - £120k	27	
£120k - £130k	17	<5
£130k - £140k	18	<5
£140k - £150k	9	
£150k - £160k	3	
£160k - £170k	8	
£170k - £180k	7	
£180k - £190k	2	
£200k - £210k	1	
£210k - £220k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



3.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 16,831 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 83.8 per cent White and 17.7 per cent Asian or Asian British.

3.3.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees.

Table 23 – White and Asian or Asian British consolidated TfL overall hourly pay rates

	White	Asian or Asian British	% Pay Gap
Median Hourly Pay	£29.54	£26.89	9.0%
Mean Hourly Pay	£29.07	£26.21	9.9%

3.3.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out between full-time and part-time.

Table 24 – White and Asian or Asian British consolidated TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.54	£26.81	£29.24	£26.35
Asian or Asian British	£27.38	£18.82	£26.57	£22.67
Pay Gap	7.3%	29.8%	9.1%	14.0%



3.3.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Asian or Asian British employees.

Table 25 – White and Asian or Asian British consolidated TfL single figure bonus pay gap

	Bonus White	Bonus Asian or Asian British	Bonus % Pay Gap
Median	£571.50	£484.00	15.3%
Mean	£1,477.79	£747.79	49.4%

3.3.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Asian or Asian British employees receiving bonuses.

Table 26 – White and Asian or Asian British consolidated TfL proportion of employees receiving bonuses

	White	Asian or Asian British
Proportion of Employees receiving bonus	35.5%	32.9%



3.3.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out by payband.

Table 27 – White and Asian or Asian British consolidated TfL median ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay Median	No of Employees	Hourly Pay Median	No of Employees	
Board	£125.00	17	£148.39	<5	-18.7%
Director	Redacted	44	Redacted	<5	-38.1%
Band 5	£54.80	167	£63.24	<5	-15.4%
Band 4	£41.07	655	£40.93	75	0.3%
Band 3	£31.31	2,436	£30.27	463	3.3%
Band 2	£26.29	2,727	£24.20	565	8.0%
Band 1	£17.19	511	£16.73	146	2.7%
Graduates	£18.62	45	£16.70	8	10.3%
Apprentices	£11.30	150	£11.30	39	0.0%
Operational	£28.96	6,051	£26.81	1,415	7.4%

Table 28 – White and Asian or Asian British consolidated TfL mean ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay Mean	No of Employees	Hourly Pay Mean	No of Employees	
Board	£120.36	17	£117.97	<5	2.0%
Director	Redacted	44	Redacted	<5	-21.6%
Band 5	£58.31	167	£66.71	<5	-14.4%
Band 4	£42.03	655	£42.28	75	-0.6%
Band 3	£32.23	2,436	£31.32	463	2.8%
Band 2	£27.39	2,727	£25.39	565	7.3%
Band 1	£18.15	511	£16.94	146	6.7%
Graduates	£17.59	45	£16.70	8	5.1%
Apprentices	£11.52	150	£11.71	39	-1.7%
Operational	£26.98	6,051	£25.06	1,415	7.1%



3.3.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Asian or Asian British employees in each of the pay quartiles.

Table 29 – White and Asian or Asian British consolidated TfL median distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£37.44	88.2%	£35.77	11.8%	4.4%
Upper Middle	£30.13	82.2%	£30.13	17.8%	0.0%
Lower Middle	£26.54	84.1%	£26.56	15.9%	-0.1%
Lower	£18.36	75.5%	£18.36	24.5%	0.0%

Table 30 – White and Asian or Asian British consolidated TfL mean distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£40.19	88.2%	£37.81	11.8%	5.9%
Upper Middle	£30.36	82.2%	£30.23	17.8%	0.4%
Lower Middle	£25.90	84.1%	£25.76	15.9%	0.5%
Lower	£18.22	75.5%	£18.00	24.5%	1.2%

3.3.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in each of the equally sized salary groups based on the spread of pay.

Table 31 – White and Asian or Asian British consolidated TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	12,618	117	9	2
Asian or Asian British	2,709	<5	1	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.

3.3.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in £10,000 salary bands.

Table 32 – White and Asian or Asian British consolidated TfL distribution by deciles

Decile	White	Asian or Asian British
£10k - £20k	83	28
£20k - £30k	658	243
£30k - £40k	2,136	641
£40k - £50k	2,453	501
£50k - £60k	4,414	957
£60k - £70k	1,640	214
£70k - £80k	794	95
£80k - £90k	295	25
£90k - £100k	129	5
£100k - £110k	42	
£110k - £120k	27	<5
£120k - £130k	17	<5
£130k - £140k	18	
£140k - £150k	9	
£150k - £160k	3	
£160k - £170k	8	
£170k - £180k	7	
£180k - £190k	2	
£200k - £210k	1	
£210k - £220k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



3.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 14,974 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 92.6 per cent White and 7.4 per cent Other Ethnic Group.

3.4.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees.

Table 33 – White and Other Ethnic Group consolidated TfL overall hourly pay rates

	White	Other Ethnic Group	% Pay Gap
Median Hourly Pay	£29.54	£26.48	10.3%
Mean Hourly Pay	£29.07	£25.68	11.7%

3.4.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out between full-time and part-time.

Table 34 – White and Other Ethnic Group consolidated TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.54	£26.81	£29.24	£26.35
Other Ethnic Group	£26.81	£22.00	£25.86	£23.53
Pay Gap	9.2%	17.9%	11.6%	10.7%



3.4.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Other Ethnic Group employees.

Table 35 – White and Other Ethnic Group consolidated TfL single figure bonus pay gap

	Bonus White	Bonus Other Ethnic Group	Bonus % Pay Gap
Median	£571.50	£463.00	19.0%
Mean	£1,477.79	£850.47	42.4%

3.4.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Other Ethnic Group employees receiving bonuses.

Table 36 – White and Other Ethnic Group consolidated TfL proportion of employees receiving bonuses

	White	Other Ethnic Group
Proportion of Employees receiving bonus	35.5%	32.4%



3.4.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-time relevant White and Other Ethnic Group employees split out by payband.

Table 37 – White and Other Ethnic Group consolidated TfL median ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay Median	No of Employees	Hourly Pay Median	No of Employees	
Board	£125.00	17	-	-	-
Director	Redacted	44	Redacted	<5	20.6%
Band 5	£54.80	167	£57.09	6	-4.2%
Band 4	£41.07	655	£39.71	27	3.3%
Band 3	£31.31	2,436	£30.12	158	3.8%
Band 2	£26.29	2,727	£21.93	203	16.6%
Band 1	£17.19	511	£16.87	51	1.9%
Graduates	£18.62	45	£14.78	8	20.6%
Apprentices	£11.30	150	£11.08	22	2.0%
Operational	£28.96	6,051	£26.47	526	8.6%

Table 38 – White and Other Ethnic Group consolidated TfL mean ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay Mean	No of Employees	Hourly Pay Mean	No of Employees	
Board	£120.36	17	-	-	-
Director	Redacted	44	Redacted	<5	30.0%
Band 5	£58.31	167	£57.00	6	2.2%
Band 4	£42.03	655	£40.44	27	3.8%
Band 3	£32.23	2,436	£31.26	158	3.0%
Band 2	£27.39	2,727	£24.63	203	10.1%
Band 1	£18.15	511	£17.75	51	2.2%
Graduates	£17.59	45	£15.26	8	13.2%
Apprentices	£11.52	150	£11.21	22	2.7%
Operational	£26.98	6,051	£24.73	526	8.3%



3.4.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Other Ethnic Group employees in each of the pay quartiles.

Table 39 – White and Other Ethnic Group consolidated TfL median distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£37.57	95.5%	£36.65	4.5%	2.5%
Upper Middle	£30.13	93.8%	£30.13	6.2%	0.0%
Lower Middle	£26.80	93.4%	£26.81	6.6%	0.0%
Lower	£18.36	88.3%	£18.36	11.7%	0.0%

Table 40 – White and Other Ethnic Group consolidated TfL mean distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£40.50	95.5%	£38.01	4.5%	6.1%
Upper Middle	£30.46	93.8%	£30.49	6.2%	-0.1%
Lower Middle	£26.12	93.4%	£26.20	6.6%	-0.3%
Lower	£18.37	88.3%	£18.09	11.7%	1.5%

3.4.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in each of the equally sized salary groups based on the spread of pay.

Table 41 – White and Other Ethnic Group consolidated TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	12,618	117	9	2
Other Ethnic Group	995	<5	-	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



3.4.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in £10,000 salary bands.

Table 42 – White and Other Ethnic Group consolidated TfL distribution by deciles

Decile	White	Other Ethnic Group
£10k - £20k	83	12
£20k - £30k	658	87
£30k - £40k	2,136	289
£40k - £50k	2,453	164
£50k - £60k	4,414	312
£60k - £70k	1,640	86
£70k - £80k	794	33
£80k - £90k	295	8
£90k - £100k	129	<5
£100k - £110k	42	<5
£110k - £120k	27	<5
£120k - £130k	17	<5
£130k - £140k	18	<5
£140k - £150k	9	
£150k - £160k	3	
£160k - £170k	8	
£170k - £180k	7	
£180k - £190k	2	
£200k - £210k	1	
£210k - £220k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



4. Non-operational roles

4.1. White and BAME

The following tables show the ethnicity pay gap figures for 12,355 TfL employees in non-operational roles as at the 31 March 2019 snapshot date.

The overall ethnicity split is 56.6 per cent White, 27.0 per cent BAME and 16.4 per cent Prefer Not to Say/Unknown.

4.1.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees.

Table 43 – White and BAME non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay BAME	Hourly Pay % Pay Gap
Median	£29.61	£27.19	8.2%
Mean	£30.95	£26.93	13.0%

4.1.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out between full-time and part-time.

Table 44 – White and BAME non-operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.71	£27.18	£31.08	£28.62
BAME	£27.38	£21.27	£27.06	£23.19
Pay Gap	7.8%	21.7%	12.9%	19.0%

4.1.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and BAME employees.

Table 45 – White and BAME non-operational TfL single figure bonus pay gap

	Bonus White	Bonus BAME	Bonus % Pay Gap
Median	£759.50	£610.00	19.7%
Mean	£1,902.97	£998.27	47.5%

4.1.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

Table 46 – White and BAME non-operational TfL proportion of employees receiving bonuses

	White	BAME
Proportion of Employees receiving bonus	54.0%	47.4%



4.1.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out by payband.

Table 47 – White and BAME non-operational TfL median ethnicity pay gap by payband

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay BAME Median	No of Employees	
Board	£125.00	17	£144.68	<5	-15.7%
Director	£93.06	44	£77.09	<5	17.2%
Band 5	£54.80	167	£60.23	13	-9.9%
Band 4	£41.07	655	£41.07	145	0.0%
Band 3	£31.31	2,436	£30.12	944	3.8%
Band 2	£26.29	2,727	£24.43	1,552	7.1%
Band 1	£17.19	511	£16.95	452	1.4%
Graduates	£18.62	45	£14.78	19	20.6%
Apprentices	£11.30	150	£11.30	88	0.0%

Table 48 – White and BAME non-operational TfL mean ethnicity pay gap by payband

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay BAME Mean	No of Employees	
Board	£120.36	17	£123.72	<5	-2.8%
Director	£105.65	44	£93.16	<5	11.8%
Band 5	£58.31	167	£58.62	13	-0.5%
Band 4	£42.03	655	£41.92	145	0.3%
Band 3	£32.23	2,436	£31.22	944	3.1%
Band 2	£27.39	2,727	£25.96	1,552	5.2%
Band 1	£18.15	511	£17.73	452	2.3%
Graduates	£17.59	45	£16.21	19	7.9%
Apprentices	£11.52	150	£11.58	88	-0.6%



4.1.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

Table 49 – White and BAME non-operational TfL median distribution by quartiles

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£39.92	80.1%	£38.33	19.9%	4.0%
Upper Middle	£31.73	66.6%	£31.49	33.4%	0.8%
Lower Middle	£26.27	66.0%	£26.01	34.0%	1.0%
Lower	£18.77	58.2%	£18.37	41.8%	2.1%

Table 50 – White and BAME non-operational TfL mean distribution by quartiles

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£43.98	80.1%	£40.85	19.9%	7.1%
Upper Middle	£31.65	66.6%	£31.43	33.4%	0.7%
Lower Middle	£25.87	66.0%	£25.68	34.0%	0.7%
Lower	£17.96	58.2%	£17.74	41.8%	1.3%

4.1.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

Table 51 – White and BAME non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	6,567	117	9	2
BAME	3,170	10	1	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



4.1.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

Table 52 – White and BAME non-operational TfL distribution by deciles

Decile	White	BAME
£10k - £20k	65	46
£20k - £30k	326	295
£30k - £40k	1,178	782
£40k - £50k	1,101	508
£50k - £60k	1,626	904
£60k - £70k	1,221	409
£70k - £80k	620	161
£80k - £90k	287	49
£90k - £100k	127	15
£100k - £110k	42	<5
£110k - £120k	27	5
£120k - £130k	17	3
£130k - £140k	18	<5
£140k - £150k	9	
£150k - £160k	3	
£160k - £170k	8	
£170k - £180k	7	
£180k - £190k	2	
£190k - £200k	1	
£200k - £210k	1	
£210k - £220k	2	1
£220k - £230k	2	
£230k - £240k	1	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



4.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 8,479 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 82.5 per cent White and 17.5 per cent Black or Black British.

4.2.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees.

Table 53 – White and Black or Black British non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Black or Black British	Hourly Pay % Pay Gap
Median	£29.61	£26.75	9.7%
Mean	£30.95	£26.53	14.3%

4.2.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out between full-time and part-time.

Table 54 – White and Black or Black British non-operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.71	£27.18	£31.08	£28.62
Black or Black British	£26.98	£19.50	£26.67	£20.43
Pay Gap	9.2%	28.3%	14.2%	28.6%



4.2.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Black or Black British employees.

Table 55 – White and Black or Black British non-operational TfL single figure bonus pay gap

	Bonus White	Bonus Black or Black British	Bonus % Pay Gap
Median	£759.50	£584.50	23.0%
Mean	£1,902.97	£862.97	54.7%

4.2.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black or Black British employees receiving bonuses.

Table 56 – White and Black or Black British non-operational TfL proportion of employees receiving bonuses

	White	Black or Black British
Proportion of Employees receiving bonus	54.0%	44.2%



4.2.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out by payband.

Table 57 – White and Black or Black British non-operational TfL median ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Black or Black British Median	No of Employees	
Board	Redacted	17	Redacted	<5	-12.8%
Director	Redacted	44	Redacted	<5	17.2%
Band 5	£54.80	167	£51.31	<5	6.4%
Band 4	£41.07	655	£41.39	43	-0.8%
Band 3	£31.31	2,436	£29.81	323	4.8%
Band 2	£26.29	2,727	£26.58	784	-1.1%
Band 1	£17.19	511	£17.65	255	-2.7%
Graduates	£18.62	45	£18.62	<5	0.0%
Apprentices	£11.30	150	£11.52	27	-2.0%

Table 58 – White and Black or Black British non-operational TfL mean ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Black or Black British Mean	No of Employees	
Board	Redacted	17	Redacted	<5	-17.1%
Director	Redacted	44	Redacted	<5	27.0%
Band 5	£58.31	167	£54.98	<5	5.7%
Band 4	£42.03	655	£42.24	43	-0.5%
Band 3	£32.23	2,436	£31.04	323	3.7%
Band 2	£27.39	2,727	£26.71	784	2.5%
Band 1	£18.15	511	£18.19	255	-0.2%
Graduates	£17.59	45	£17.42	<5	1.0%
Apprentices	£11.52	150	£11.70	27	-1.6%

4.2.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black or Black British employees in each of the pay quartiles.

Table 59 – White and Black or Black British non-operational TfL median distribution by quartiles

	White		Black or Black British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£40.49	91.4%	£38.37	8.6%	5.2%
Upper Middle	£32.24	81.4%	£31.89	18.6%	1.1%
Lower Middle	£26.54	81.6%	£26.33	18.4%	0.8%
Lower	£18.99	75.2%	£18.67	24.8%	1.7%

Table 60 – White and Black or Black British non-operational TfL mean distribution by quartiles

	White		Black or Black British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£44.58	91.4%	£40.71	8.6%	8.7%
Upper Middle	£32.08	81.4%	£31.61	18.6%	1.5%
Lower Middle	£26.32	81.6%	£26.10	18.4%	0.8%
Lower	£18.20	75.2%	£18.10	24.8%	0.6%

4.2.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black or Black British employees in each of the equally sized salary groups based on the spread of pay.

Table 61 – White and Black or Black British non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	6,567	117	9	2
Black or Black British	1,407	<5	-	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



4.2.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black or Black British employees in £10,000 salary bands.

Table 62 – White and Black or Black British non-operational TfL distribution by deciles

Decile	White	Black or Black British
£10k - £20k	65	12
£20k - £30k	326	137
£30k - £40k	1,178	361
£40k - £50k	1,101	230
£50k - £60k	1,626	417
£60k - £70k	1,221	167
£70k - £80k	620	59
£80k - £90k	287	17
£90k - £100k	127	7
£100k - £110k	42	
£110k - £120k	27	
£120k - £130k	17	<5
£130k - £140k	18	<5
£140k - £150k	9	
£150k - £160k	3	
£160k - £170k	8	
£170k - £180k	7	
£180k - £190k	2	
£200k - £210k	1	
£210k - £220k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



4.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 8,347 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 83.8 per cent White and 16.2 per cent Asian or Asian British.

4.3.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees.

Table 63 – White and Asian or Asian British non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Asian or Asian British	Hourly Pay % Pay Gap
Median	£29.61	£27.38	7.5%
Mean	£30.95	£27.45	11.3%

4.3.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out between full-time and part-time.

Table 64 – White and Asian or Asian British non-operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.71	£27.18	£31.08	£28.62
Asian or Asian British	£27.48	£23.15	£27.57	£24.68
Pay Gap	7.5%	14.8%	11.3%	13.8%



4.3.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Asian or Asian British employees.

Table 65 – White and Asian or Asian British non-operational TfL single figure bonus pay gap

	Bonus White	Bonus Asian or Asian British	Bonus % Pay Gap
Median	£759.50	£668.00	12.05%
Mean	£1,902.97	£1,039.88	45.4%

4.3.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Asian or Asian British employees receiving bonuses.

Table 66 – White and Asian or Asian British non-operational TfL proportion of employees receiving bonuses

	White	Asian or Asian British
Proportion of Employees receiving bonus	54.0%	50.4%



4.3.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out by payband.

Table 67 – White and Asian or Asian British non-operational TfL median ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Asian or Asian British Median	No of Employees	
Board	£125.00	17	£148.39	<5	-18.7%
Director	Redacted	44	Redacted	<5	-38.1%
Band 5	£54.80	167	£63.24	<5	-15.4%
Band 4	£41.07	655	£40.93	75	0.3%
Band 3	£31.31	2,436	£30.27	463	3.3%
Band 2	£26.29	2,727	£24.20	565	8.0%
Band 1	£17.19	511	£16.73	146	2.7%
Graduates	£18.62	45	£16.70	8	10.3%
Apprentices	£11.30	150	£11.30	39	0.0%

Table 68 – White and Asian or Asian British non-operational TfL mean ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Asian or Asian British Mean	No of Employees	
Board	£120.36	17	£117.97	<5	2.0%
Director	Redacted	44	Redacted	<5	-21.6%
Band 5	£58.31	167	£66.71	<5	-14.4%
Band 4	£42.03	655	£42.28	75	-0.6%
Band 3	£32.23	2,436	£31.32	463	2.8%
Band 2	£27.39	2,727	£25.39	565	7.3%
Band 1	£18.15	511	£16.94	146	6.7%
Graduates	£17.59	45	£16.70	8	5.1%
Apprentices	£11.52	150	£11.71	39	-1.7%

4.3.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Asian or Asian British employees in each of the pay quartiles.

Table 69 – White and Asian or Asian British non-operational TfL median distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£40.61	90.7%	£39.14	9.3%	3.6%
Upper Middle	£32.39	83.8%	£32.42	16.2%	-0.1%
Lower Middle	£26.66	82.1%	£26.98	17.9%	-1.2%
Lower	£19.13	78.7%	£18.67	21.3%	2.4%

Table 70 – White and Asian or Asian British non-operational TfL mean distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£44.80	90.7%	£42.46	9.3%	5.2%
Upper Middle	£32.21	83.8%	£32.07	16.2%	0.4%
Lower Middle	£26.47	82.1%	£26.62	17.9%	-0.6%
Lower	£18.32	78.7%	£18.05	21.3%	1.5%

4.3.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in each of the equally sized salary groups based on the spread of pay.

Table 71 – White and Asian or Asian British non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	6,567	117	9	2
Asian or Asian British	1,294	<5	1	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



4.3.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in £10,000 salary bands.

Table 72 – White and Asian or Asian British non-operational TfL distribution by deciles

Decile	White	Asian or Asian British
£10k - £20k	65	23
£20k - £30k	326	112
£30k - £40k	1,178	289
£40k - £50k	1,101	213
£50k - £60k	1,626	379
£60k - £70k	1,221	175
£70k - £80k	620	73
£80k - £90k	287	25
£90k - £100k	127	5
£100k - £110k	42	
£110k - £120k	27	<5
£120k - £130k	17	<5
£130k - £140k	18	
£140k - £150k	9	
£150k - £160k	3	
£160k - £170k	8	
£170k - £180k	7	
£180k - £190k	2	
£200k - £210k	1	
£210k - £220k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



4.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 7,483 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 93.4 per cent White and 6.6 per cent Other Ethnic Group.

4.4.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees.

Table 73 – White and Other Ethnic Group non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Other Ethnic Group	Hourly Pay % Pay Gap
Median	£29.61	£26.48	10.6%
Mean	£30.95	£26.73	13.6%

4.4.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out between full-time and part-time.

Table 74 – White and Other Ethnic Group non-operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.71	£27.18	£31.08	£28.62
Other Ethnic Group	£26.75	£22.19	£26.88	£23.55
Pay Gap	10.0%	18.3%	13.5%	17.7%

4.4.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Other Ethnic Group employees.

Table 75 – White and Other Ethnic Group non-operational TfL single figure bonus pay gap

	Bonus White	Bonus Other Ethnic Group	Bonus % Pay Gap
Median	£759.50	£670.00	11.8%
Mean	£1,902.97	£1,249.77	34.3%

4.4.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Other Ethnic Group employees receiving bonuses.

Table 76 – White and Other Ethnic Group non-operational TfL proportion of employees receiving bonuses

	White	Other Ethnic Group
Proportion of Employees receiving bonus	54.0%	49.0%



4.4.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out by payband.

Table 77 – White and Other Ethnic Group non-operational TfL median ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Other Ethnic Group Median	No of Employees	
Board	£125.00	17	-	-	-
Director	£93.06	44	£73.92	<5	20.6%
Band 5	£54.80	167	£57.09	6	-4.2%
Band 4	£41.07	655	£39.71	27	3.3%
Band 3	£31.31	2,436	£30.12	158	3.8%
Band 2	£26.29	2,727	£21.93	203	16.6%
Band 1	£17.19	511	£16.87	51	1.9%
Graduates	£18.62	45	£14.78	8	20.6%
Apprentices	£11.30	150	£11.08	22	2.0%

Table 78 – White and Other Ethnic Group non-operational TfL mean ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Other Ethnic Group Mean	No of Employees	
Board	£120.36	17	-	-	-
Director	£105.65	44	£73.92	<5	30.0%
Band 5	£58.31	167	£57.00	6	2.2%
Band 4	£42.03	655	£40.44	27	3.8%
Band 3	£32.23	2,436	£31.26	158	3.0%
Band 2	£27.39	2,727	£24.63	203	10.1%
Band 1	£18.15	511	£17.75	51	2.2%
Graduates	£17.59	45	£15.26	8	13.2%
Apprentices	£11.52	150	£11.21	22	2.7%

4.4.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Other Ethnic Group employees in each of the pay quartiles.

Table 79 – White and Other Ethnic Group non-operational TfL median distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£41.07	95.8%	£39.15	4.2%	4.7%
Upper Middle	£32.78	94.5%	£32.62	5.5%	0.5%
Lower Middle	£26.87	94.0%	£27.11	6.0%	-0.9%
Lower	£19.16	89.4%	£18.84	10.6%	1.7%

Table 80 – White and Other Ethnic Group non-operational TfL mean distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£45.29	95.8%	£41.33	4.2%	8.7%
Upper Middle	£32.53	94.5%	£32.43	5.5%	0.3%
Lower Middle	£26.67	94.0%	£26.76	6.0%	-0.3%
Lower	£18.40	89.4%	£18.04	10.6%	2.0%

4.4.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in each of the equally sized salary groups based on the spread of pay.

Table 81 – White and Other Ethnic Group non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	6,567	117	9	2
Other Ethnic Group	469	<5	-	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



4.4.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in £10,000 salary bands.

Table 82 – White and Other Ethnic Group non-operational TfL distribution by deciles

Decile	White	Other Ethnic Group
£10k - £20k	65	11
£20k - £30k	326	46
£30k - £40k	1,178	132
£40k - £50k	1,101	65
£50k - £60k	1,626	108
£60k - £70k	1,221	67
£70k - £80k	620	29
£80k - £90k	287	7
£90k - £100k	127	<5
£100k - £110k	42	<5
£110k - £120k	27	<5
£120k - £130k	17	<5
£130k - £140k	18	<5
£140k - £150k	9	
£150k - £160k	3	
£160k - £170k	8	
£170k - £180k	7	
£180k - £190k	2	
£200k - £210k	1	
£210k - £220k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



5. Operational roles

5.1. White and BAME

The following tables show the ethnicity pay gap figures for all 14,232 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 48.3 per cent White, 33.5 per cent BAME and 18.2 per cent Prefer Not to Say/Unknown.

5.1.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees.

Table 83 – White and BAME operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay BAME	Hourly Pay % Pay Gap
Median	£28.96	£26.56	8.3%
Mean	£26.98	£24.84	7.9%

5.1.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out between full-time and part-time.

Table 84 – White and BAME operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.10	£26.81	£27.17	£24.40
BAME	£26.81	£18.36	£25.33	£21.40
Pay Gap	7.9%	31.5%	6.7%	12.3%

5.1.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and BAME employees.

Table 85 – White and BAME operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus BAME	Performance Bonus % Pay Gap
Median	£50.00	£25.00	50.0%
Mean	£73.66	£71.06	3.5%

5.1.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

Table 86 – White and BAME operational TfL proportion of employees receiving bonuses

	White	BAME
Proportion of Employees receiving bonus	16.7%	18.2%

5.1.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out by payband.

Table 87 – White and BAME operational TfL median ethnicity pay gap by payband

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay BAME Median	No of Employees	
Operational Staff	£29.93	5,119	£26.80	3,331	10.5%
Supervisors	£23.85	642	£22.00	623	7.7%
Managers	£32.07	287	£31.24	148	2.6%



Table 88 – White and BAME operational TfL mean ethnicity pay gap by payband

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay BAME Mean	No of Employees	
Operational Staff	£27.20	5,119	£24.71	3,331	9.1%
Supervisors	£24.43	642	£24.01	623	1.7%
Managers	£32.57	287	£31.62	148	2.9%

5.1.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

Table 89 – White and BAME operational TfL median distribution by quartiles

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£31.42	68.8%	£31.37	31.2%	0.2%
Upper Middle	£30.13	62.7%	£30.13	37.3%	0.0%
Lower Middle	£24.50	60.1%	£23.29	39.9%	4.9%
Lower	£18.36	46.7%	£18.36	53.3%	0.0%

Table 90 – White and BAME operational TfL mean distribution by quartiles

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£33.04	68.8%	£32.49	31.2%	1.6%
Upper Middle	£29.62	62.7%	£29.74	37.3%	-0.4%
Lower Middle	£24.53	60.1%	£23.99	39.9%	2.2%
Lower	£17.67	46.7%	£17.58	53.3%	0.5%



5.1.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

Table 91 – White and BAME operational TfL distribution by salary groups

Range	Salary Grouping			
	1	2	3	4
	£19,941 - £38,701	£38,702 - £57,460	£57,461 - £76,220	£76,221 - £94,979
White	1,222	4,070	740	19
BAME	1,392	2,414	294	<5

The difference between the lowest and highest salary is £75,038. When divided equally this represents a £18,760 range per salary group.

5.1.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

Table 92 – White and BAME operational TfL distribution by deciles

Decile	White	BAME
£10k - £20k	18	7
£20k - £30k	332	356
£30k - £40k	958	1,107
£40k - £50k	1,352	889
£50k - £60k	2,788	1,538
£60k - £70k	419	159
£70k - £80k	174	47
£80k - £90k	8	<5
£90k - £100k	<5	

5.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 9,701 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 73.1 per cent White and 26.9 per cent Black or Black British.

5.2.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees.

Table 93 – White and Black or Black British operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Black or Black British	Hourly Pay % Pay Gap
Median	£28.96	£24.50	15.4%
Mean	£26.98	£24.72	8.4%

5.2.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out between full-time and part-time.

Table 94 – White and Black or Black British operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.10	£26.81	£27.17	£24.40
Black or Black British	£26.81	£18.36	£25.31	£20.37
Pay Gap	7.9%	31.5%	6.8%	16.5%



5.2.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Black or Black British employees.

Table 95 – White and Black or Black British operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus Black or Black British	Performance Bonus % Pay Gap
Median	£50.00	£50.00	0.0%
Mean	£73.66	£78.24	-6.2%

5.2.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black or Black British employees receiving bonuses.

Table 96 – White and Black or Black British operational TfL proportion of employees receiving bonuses

	White	Black or Black British
Proportion of Employees receiving bonus	16.7%	17.9%

5.2.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out by payband.

Table 97 – White and Black or Black British operational TfL median ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Black or Black British Median	No of Employees	
Operational Staff	£29.93	5,119	£25.43	1,750	15.0%
Supervisors	£23.85	642	£22.00	343	7.7%
Managers	£32.07	287	£31.10	70	3.0%



Table 98 – White and Black or Black British operational TfL mean ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Black or Black British Mean	No of Employees	
Operational Staff	£27.20	5,119	£24.68	1,750	9.3%
Supervisors	£24.43	642	£24.04	343	1.6%
Managers	£32.57	287	£31.43	70	3.5%

5.2.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black or Black British employees in each of the pay quartiles.

Table 99 – White and Black or Black British operational TfL median distribution by quartiles

	White		Black or Black British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£31.42	81.9%	£31.42	18.1%	0.0%
Upper Middle	£30.13	76.1%	£30.13	23.9%	0.0%
Lower Middle	£24.77	74.2%	£24.27	25.8%	2.0%
Lower	£18.36	62.5%	£18.36	37.5%	0.0%

Table 100 – White and Black or Black British operational TfL mean distribution by quartiles

	White		Black or Black British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£33.15	81.9%	£32.64	18.1%	1.6%
Upper Middle	£29.77	76.1%	£29.79	23.9%	-0.1%
Lower Middle	£24.92	74.2%	£24.30	25.8%	2.5%
Lower	£17.95	62.5%	£17.97	37.5%	-0.1%

5.2.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black or Black British employees in each of the equally sized salary groups based on the spread of pay.

Table 101 – White and Black or Black British operational TfL distribution by salary groups

Range	Salary Grouping			
	1	2	3	4
	£19,941 - £38,701	£38,702 - £57,460	£57,461 - £76,220	£76,221 - £94,979
White	1,222	4,070	740	19
Black or Black British	732	1,276	153	<5

The difference between the lowest and highest salary is £75,038. When divided equally this represents a £18,760 range per salary group.

5.2.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black or Black British employees in £10,000 salary bands.

Table 102 – White and Black or Black British operational TfL distribution by deciles

Decile	White	Black or Black British
£10k - £20k	18	<5
£20k - £30k	332	184
£30k - £40k	958	598
£40k - £50k	1,352	502
£50k - £60k	2,788	756
£60k - £70k	419	101
£70k - £80k	174	21
£80k - £90k	8	
£90k - £100k	<5	



5.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 8,484 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 81.0 per cent White and 19.0 per cent Asian or Asian British.

5.3.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees.

Table 103 – White and Asian or Asian British operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Asian or Asian British	Hourly Pay % Pay Gap
Median	£28.96	£26.81	7.4%
Mean	£26.98	£25.06	7.1%

5.3.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out between full-time and part-time.

Table 104 – White and Asian or Asian British operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.10	£26.81	£27.17	£24.40
Asian or Asian British	£26.81	£18.36	£25.54	£22.13
Pay Gap	7.9%	31.5%	6.0%	9.3%

5.3.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Asian or Asian British employees.

Table 105 – White and Asian or Asian British operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus Asian or Asian British	Performance Bonus % Pay Gap
Median	£50.00	£25.00	50.0%
Mean	£73.66	£69.22	6.0%

5.3.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Asian or Asian British employees receiving bonuses.

Table 106 – White and Asian or Asian British operational TfL proportion of employees receiving bonuses

	White	Asian or Asian British
Proportion of Employees receiving bonus	16.7%	18.2%

5.3.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out by payband.

Table 107 – White and Asian or Asian British operational TfL median ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Asian or Asian British Median	No of Employees	
Operational Staff	£29.93	5,119	£28.58	1,133	4.5%
Supervisors	£23.85	642	£22.00	228	7.7%
Managers	£32.07	287	£31.27	53	2.5%



Table 108 – White and Asian or Asian British operational TfL mean ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Asian or Asian British Mean	No of Employees	
Operational Staff	£27.20	5,119	£24.88	1,133	8.5%
Supervisors	£24.43	642	£23.92	228	2.1%
Managers	£32.57	287	£31.69	53	2.7%

5.3.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Asian or Asian British employees in each of the pay quartiles.

Table 109 – White and Asian or Asian British operational TfL median distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£31.42	86.4%	£31.42	13.6%	0.0%
Upper Middle	£30.13	80.8%	£30.13	19.2%	0.0%
Lower Middle	£26.02	84.2%	£25.59	15.8%	1.6%
Lower	£18.36	72.7%	£18.36	27.3%	0.0%

Table 110 – White and Asian or Asian British operational TfL mean distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£33.28	86.4%	£32.84	13.6%	1.3%
Upper Middle	£29.92	80.8%	£30.02	19.2%	-0.3%
Lower Middle	£25.31	84.2%	£24.80	15.8%	2.0%
Lower	£18.17	72.7%	£17.85	27.3%	1.8%



5.3.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in each of the equally sized salary groups based on the spread of pay.

Table 111 – White and Asian or Asian British operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£19,941 - £38,701	£38,702 - £57,460	£57,461 - £76,220	£76,221 - £94,979
White	1,222	4,070	740	19
Asian or Asian British	468	843	103	<5

The difference between the lowest and highest salary is £75,038. When divided equally this represents a £18,760 range per salary group.

5.3.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in £10,000 salary bands.

Table 112 – White and Asian or Asian British operational TfL distribution by deciles

Decile	White	Asian or Asian British
£10k - £20k	18	5
£20k - £30k	332	131
£30k - £40k	958	352
£40k - £50k	1,352	288
£50k - £60k	2,788	578
£60k - £70k	419	39
£70k - £80k	174	22
£80k - £90k	8	
£90k - £100k	<5	



5.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 7,491 TfL employees as at the 31 March 2019 snapshot date.

The overall ethnicity split is 91.7 per cent White and 8.3 per cent Other Ethnic Group.

5.4.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees.

Table 113 – White and Other Ethnic Group operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Other Ethnic Group	Hourly Pay % Pay Gap
Median	£28.96	£26.47	8.6%
Mean	£26.98	£24.73	8.3%

5.4.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out between full-time and part-time.

Table 114 – White and Other Ethnic Group operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.10	£26.81	£27.17	£24.40
Other Ethnic Group	£26.81	£22.00	£24.88	£23.53
Pay Gap	7.9%	17.9%	8.4%	3.6%

5.4.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Other Ethnic Group employees.

Table 115 – White and Other Ethnic Group operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus Other Ethnic Group	Performance Bonus % Pay Gap
Median	£50.00	£25.00	50.0%
Mean	£73.66	£48.54	34.1%

5.4.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Other Ethnic Group employees receiving bonuses.

Table 116 – White and Other Ethnic Group operational TfL proportion of employees receiving bonuses

	White	Other Ethnic Group
Proportion of Employees receiving bonus	16.7%	19.3%



5.4.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out by payband.

Table 117 – White and Other Ethnic Group operational TfL median ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Other Ethnic Group Median	No of Employees	
Operational Staff	£29.93	5,119	£25.73	448	14.0%
Supervisors	£23.85	642	£22.09	52	7.4%
Managers	£32.07	287	£31.77	25	0.9%

Table 118 – White and Other Ethnic Group operational TfL mean ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Other Ethnic Group Mean	No of Employees	
Operational Staff	£27.20	5,119	£24.41	448	10.3%
Supervisors	£24.43	642	£24.16	52	1.1%
Managers	£32.57	287	£31.80	25	2.4%

5.4.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Other Ethnic Group employees in each of the pay quartiles.

Table 119 – White and Other Ethnic Group operational TfL median distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£31.75	94.5%	£31.42	5.5%	1.0%
Upper Middle	£30.13	93.7%	£30.13	6.3%	0.0%
Lower Middle	£26.56	92.9%	£26.81	7.1%	-1.0%
Lower	£18.36	87.0%	£18.36	13.0%	0.0%

Table 120 – White and Other Ethnic Group operational TfL mean distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£33.40	94.5%	£32.87	5.5%	1.6%
Upper Middle	£29.95	93.7%	£29.98	6.3%	-0.1%
Lower Middle	£25.53	92.9%	£25.71	7.1%	-0.7%
Lower	£18.36	87.0%	£18.18	13.0%	1.0%

5.4.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in each of the equally sized salary groups based on the spread of pay.

Table 121 – White and Other Ethnic Group operational TfL distribution by salary groups

Range	Salary Grouping			
	1	2	3	4
	£19,941 - £38,701	£38,702 - £57,460	£57,461 - £76,220	£76,221 - £94,979
White	1,222	4,070	740	19
Other Ethnic Group	192	295	38	<5

The difference between the lowest and highest salary is £75,038. When divided equally this represents a £18,760 range per salary group.

5.4.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in £10,000 salary bands.

Table 122 – White and Other Ethnic Group operational TfL distribution by deciles

Decile	White	Other Ethnic Group
£10k - £20k	18	<5
£20k - £30k	332	41
£30k - £40k	958	157
£40k - £50k	1,352	99
£50k - £60k	2,788	204
£60k - £70k	419	19
£70k - £80k	174	<5
£80k - £90k	8	<5
£90k - £100k	<5	



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March 2020

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